

## Request for Mutual Assistance for Kenya ALPA

Dear Colleagues,

The Kenya Airline Pilots Association (KALPA) are requesting Mutual Assistance on behalf of Kenya Airways (KQ) pilots.

IFALPA has been informed that the KALPA pilots intend to act on their Strike Notice on 5 November 2022. This comes following Kenya Airways' management failing to comply with mutually signed agreements. In addition, there is a widespread antagonistic and hard-line position against the pilots' terms and conditions of employment. Furthermore, the airline management has issued communications to individual pilots threatening them against taking part in the planned industrial action. The company appears to be indicating a reluctance to address the outstanding matters or even recognizing the Association.

Therefore, KALPA is requesting the Mutual Assistance as outlined below as per the [IFALPA Industrial Manual](#) starting on Saturday **5 November 2022 at 0300 UTC**, and until further notice; and further requests letters of support for Kenya Airways pilots to be sent to the attention KALPA's General Secretary **Captain Murithi Nyagah** [kalpa.kenya@gmail.com](mailto:kalpa.kenya@gmail.com)

**Request for Ban on Wet Leasing (2.4.1)**

**Request for Recruitment Ban (2.4.3)**

**Request for Denial of Training Facilities (2.4.4)**

**Request for Assistance to Pilots Stranded Away from Home Base (2.4.5)**

**Requests for Prohibition of Pilot Contracting (2.4.6)**

An expanded explanation of the Mutual Assistance requested can be found in the appendix attached to this Request or can be found in the IFALPA Industrial Manual, Chapter 2.

KALPA will keep IFALPA and its Member Associations informed of any further developments.

In Unity,



**Captain Al Gaspari**

Executive Vice President

Professional & Government Affairs

## IFALPA Industrial Manual, Appendix 1

- **Request for Ban on Wet Leasing**

A Member Association may request a ban on wet leasing. If requested, Member Associations should attempt to persuade their Companies by any appropriate and lawful means to ban Wet Leasing.

- **Request for Recruitment Ban**

Any Member Association involved in an industrial dispute with a particular Company may request other Associations, through IFALPA, to notify their pilot members not to apply for positions with, nor accept assignments to, that Company.

- **Request for Denial of Training Facilities**

Member Associations should take such steps as are reasonably practicable to dissuade their airline(s) from providing training or facilities to other airlines, which may be seeking to train pilots for strike-breaking purposes or for other purposes which may have the effect of undermining the effectiveness of industrial action.

- **Request for Assistance to Pilots Stranded Away from their Home Base**

All Member Associations should, so far as is practicable, assist members of other Associations stranded away from their home base. The requesting Member Association will be responsible for the reimbursement of any costs arising from such assistance.

- **Request for Denial of Training Facilities**

Member Associations should take such steps as are reasonably practicable to dissuade their airline(s) from providing training or facilities to other airlines, which may be seeking to train pilots for strike-breaking purposes or for other purposes which may have the effect of undermining the effectiveness of industrial action.